

WORKING TIME REGULATIONS 1998 OPT-OUT AGREEMENT

THIS AGREEMENT made effective as of the ____ day of _____, _____.

BETWEEN:

[NAME OF EMPLOYEE]
[address]
(the "Employee")

- and -

[NAME OF EMPLOYER]
[address]
(the "Employer")

RECITALS

- A. The Working Time Regulations 1998 (the 'Regulations') provide that an employee shall not work in excess of an average of 48 hours each week (including both basic working time and any overtime) over a 17-week period;
- B. The Regulations allow individual employees to 'opt out' and work in excess of this 48-hour limit, by consenting in writing that this limit should not apply.

NOW THEREFORE the parties agree as follows:

1. Interpretation

- 1.1 Unless the context requires otherwise, references to the singular include the plural and references to the masculine include the feminine and vice versa.
- 1.2 The headings contained in this Agreement are for convenience of reference only and do not affect the interpretation thereof.

2. Consent of Employee

- 2.1 The Employee hereby consents to opt out of the 48-hour limit and agrees that Regulation 4(1) of the Regulations shall not apply to his contract of employment with the Employer.
- 2.2 The Employee further agrees to work in excess of 48 hours per week on average if reasonably necessary pursuant to the Employee's obligations under his contract of employment.

THIS IS A 2-PAGE DOCUMENT.